

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**University Examinations 2018/2019**

**SECOND YEAR FIRST SEMESTER EXAMINATION FOR THE**

**DEGREE OF BACHELOR OF SCIENCE IN ENTREPRENEURSHIP**

**HEE 2217: PRINCIPLE OF HUMAN RESOURCE MANGEMENT**

**DATE: DECEMBER, 2018 TIME: 2 HOURS**

INSTRUCTIONS: ANSWER QUESTION ONE COMPULSORY AND ANY OTHER TWO QUESTIONS

**QUESTION ONE: 30 MARKS**

a. Discuss five functions of Human Resource Management. (10 marks)

b. Discuss the principle guidelines that should be followed when deciding a wage salary system. (10 marks)

c. Discipline means orderliness or the absence of disorder, chaos and confusion in human behavour and action. Elaborate on the causes of indiscipline within the organization. (10 marks)

**QUESTION TWO: 20 MARKS**

a. How would you ensure that the interview process is effective? (10 marks)

b. Critically analyze internal and external sources of recruitment suggesting when each source is desired. (10 marks)

**QUESTION THREE: 20 MARKS**

a. Human Resource Planning has been defined as the process by which management determines how an organization should move from its current manpower position to its desired manpower position. However, this is not done without limitations. Giving relevant examples outline limitations of Human Resource Planning and point out the objectives of human resource Planning. (10 marks)

b. After going through the process of Human Resource Planning an organization finally comes up with action plans. Give a brief summary of Action Plans available to Human Resource Managers. (10 marks)

**QUESTION FOUR: 20 MARKS**

a. Describe the characteristics of sound personnel policies. (10 marks)

b. Briefly explain the methods that are used in performance appraisal system.

 (10 marks)